



# Goals & Guardrails Progress Monitoring

## Goal 5: Career and Technical Education (CTE)

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# Goal 5: Career & Technical Education (CTE)



## Tonight you'll hear about:

- Within-year data to help us understand **if we are heading in the right direction:**
  - Pre-NOCTI performance
  - Students earning Industry Certifications
- Updates on audit conducted by Southern Regional Education Board (SREB)
- Strategic Actions and additional initiatives
  - What we have done
  - Our focus going forward



## CTE Fast Facts 2024-25

**5** Comprehensive CTE schools

**31** Schools with CTE programs

**40** unique CTE programs of study

**10** Industry Clusters aligned to the local Labor Board's classifications of occupations

**162** CTE teachers

**5,487** students in grades 10-12

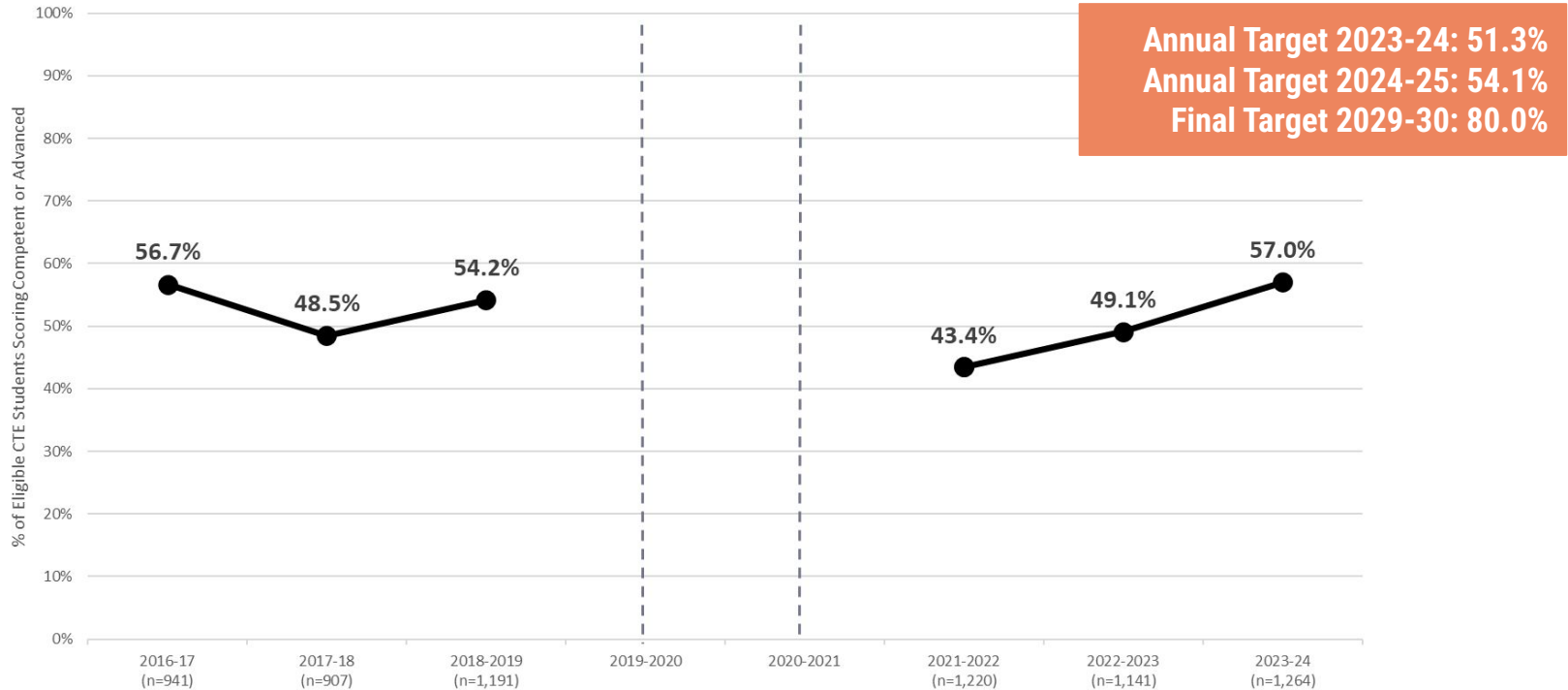
**922** students graduated in 2023-24 (12.1% of all graduates) through the Act 158 CTE Concentrator pathway

# Goal 5

NOCTI  
Grade 12

The percentage of 12th Grade on-level CTE students who **scored Competent or Advanced on the NOCTI** increased, (**+7.9 percentage points**), going from 49.1% in 2022-23 to 57.0% in 2023-24.

### NOCTI Competent/Advanced Rate (12th Grade CTE Students)



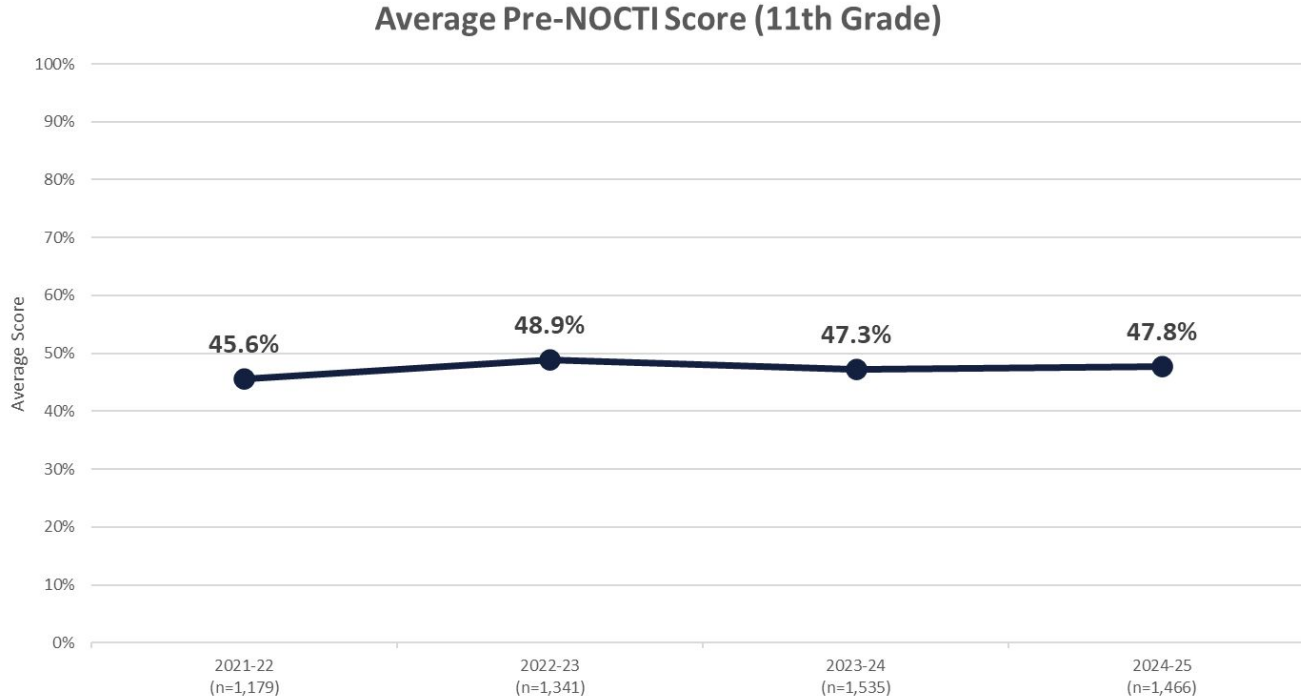
# Goal 5: Pre-NOCTI

Average scores on the pre-NOCTI exam for 11th grade CTE students



## Goal 5 Pre-NOCTI Performance

The average pre-NOCTI score for 11th grade students increased from 47.3% in 2023-24 to 47.8% in 2024-25 (+0.5 percentage points).

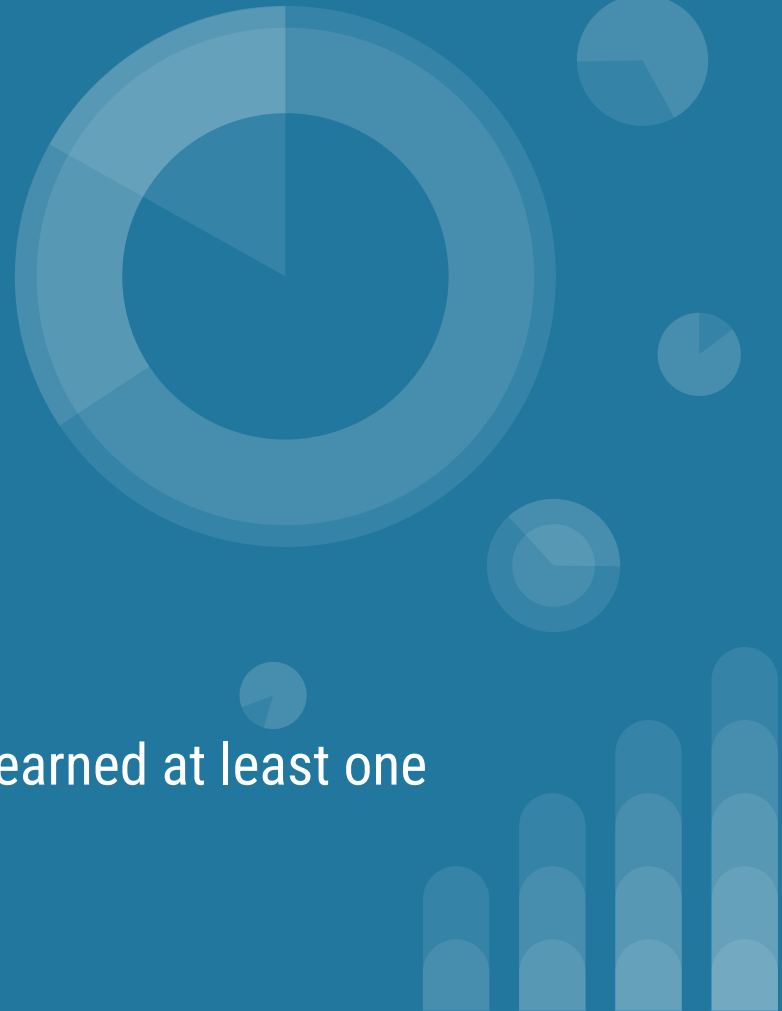


Note: Data for all years includes all students who took the pre-NOCTI exam, regardless of NOCTI participation.

# Goal 5

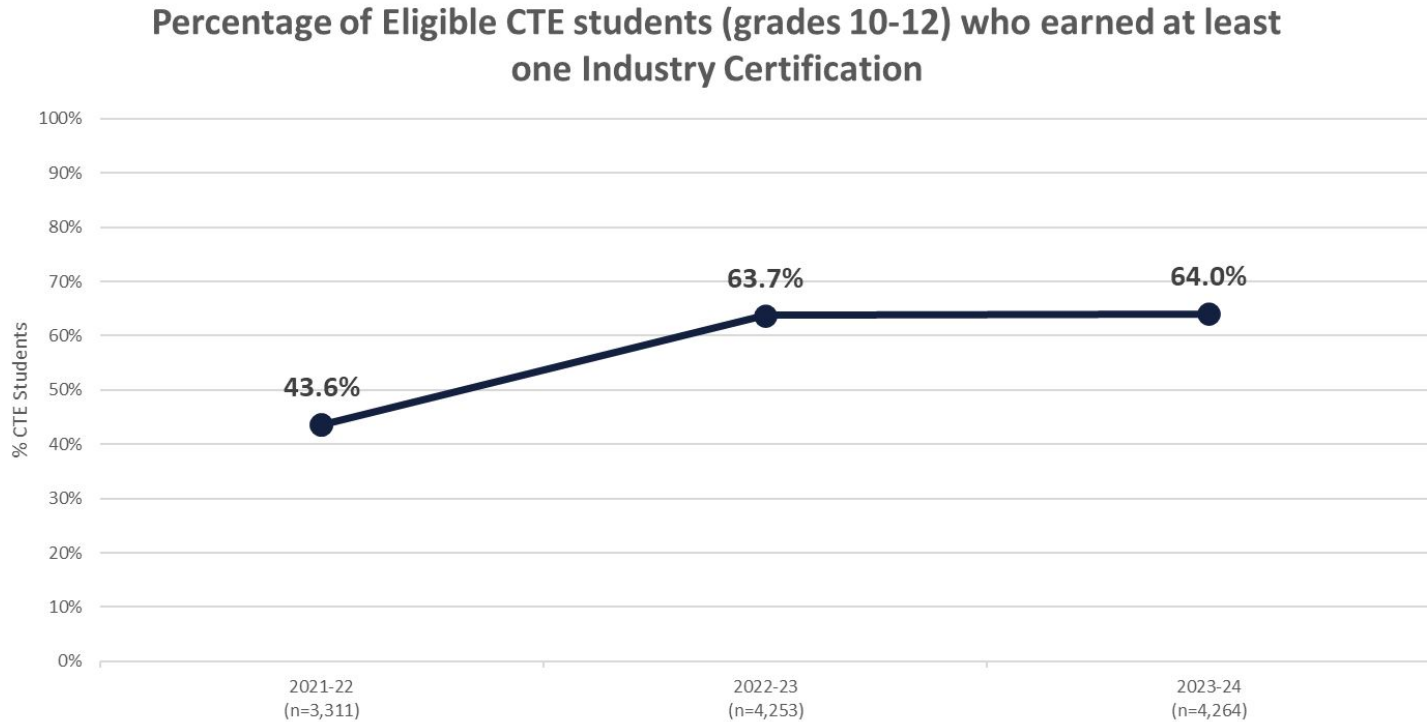
## Industry Certifications

The percentage of CTE students who have earned at least one industry certification



## Goal 5 Industry Certifications

The percentage of CTE students (grades 10-12) who earned at least one industry certification increased from 63.7% in 2022-23 to 64.0% in 2023-24 (+0.3 percentage points).

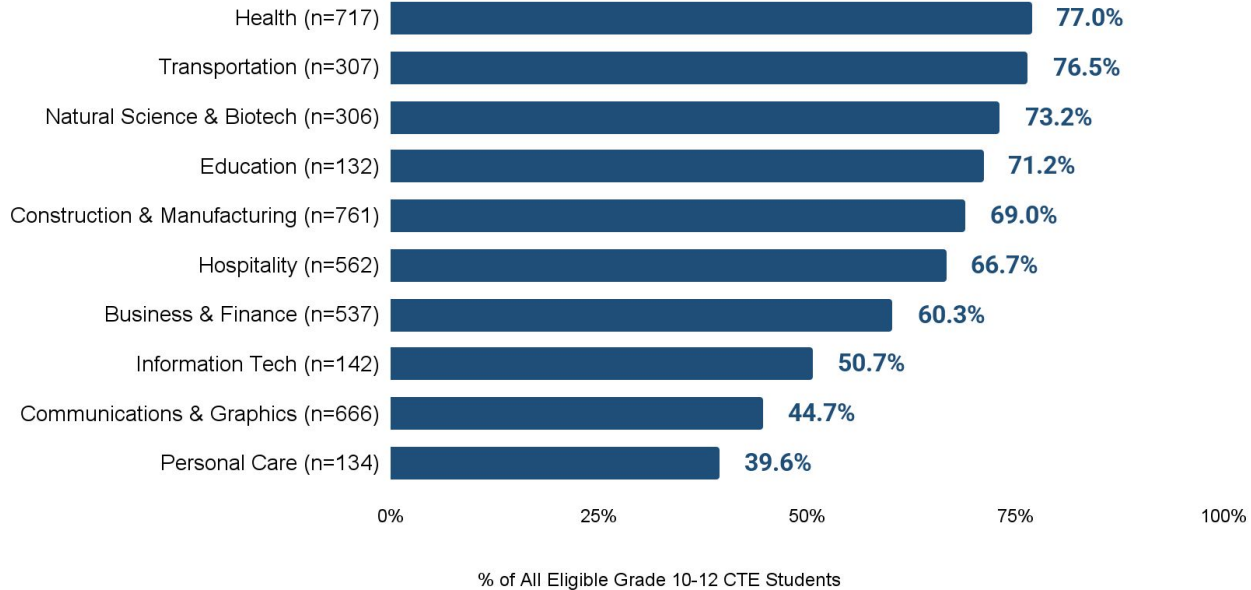




## Goal 5 Industry Certifications

The percentage of CTE students who obtained an industry certification varied by CTE cluster.

**Percent of CTE Students Who Earned an Industry Certification by Cluster (2023-24)**





# Strategies for Improvement

# High Levers for Accelerating Student Achievement

LEVER	ACCELERATE PHILLY STRATEGY
1 Highly qualified, well supported, stable teachers over time	4.2 Pilot recruitment and retention incentives for teachers and principals to reduce vacancies in hard to staff schools. <i>In Progress</i>
2 Highly qualified, well supported, stable principals over time	4.2 Pilot recruitment and retention incentives for teachers and principals to reduce vacancies in hard to staff schools. <i>In Progress</i> 4.10 Launch surveys that provide principals, Assistant Superintendents, and District leaders with feedback from their direct reports. <i>In Progress</i>
3 High quality, standards aligned, and culturally appropriate curriculum (both academic & SEL)	3.2 Purchase and implement standards-aligned core instructional resources for math. <i>In Progress</i> 3.3 (ELA) <i>In Progress</i> and 3.4 (Science) <i>Planning</i> 3.5 High impact tutoring <i>In Progress</i> 3.12 Audit and improve CTE programming <i>In Progress</i>
4 Adequate time on task (regular teacher and student attendance) and rigorous core instruction	1.7 Identify, audit, and improve school climate programs. <i>In Progress</i> 3.9 Provide more support to teachers in the areas of content knowledge, student engagement, and culturally and linguistically relevant instructional practices. <i>In Progress</i> 3.13 Expand 9th Grade On-Track (Success Networks) to reduce dropouts and increase four year graduation rates. <i>In Progress</i>
5 Schools engage parents as partners	2.1 Launch a two-way communications system. <i>Complete</i> 2.3 Launch a Superintendent's parent and guardian advisory group. <i>In Progress</i> 2.9 Relaunch Parent University. <i>In Progress</i> 2.10 Establish parent ambassador role. <i>Planning</i>

# Strategic Action 3.12 (CTE Audit)

## Phase 1

Jan 2023 - May 2023

5 CTE Schools (*44 Programs*)

School visits, interviews, focus groups, surveys, and observations

### Key Audit Recommendations:

- Develop sustained Work-Based Learning opportunities
- Provide a course syllabus for all programs
- Improve academic rigor through PD, coaching, and implementation of Powerful Instructional Practices (PIPs)
- Increase active Occupational Advisory Committees
- Create personalized student portfolios with career plans

## Phase 2

Aug 2023 - Mar 2024

21 Schools (*63 Programs*)

## Phase 3

Mar 2024 - Dec 2024

Unpacking Workshops (*All Audited Programs*)

Created strategic implementation plans in partnership with school teams (leaders, teachers, counselors) with support and coaching from SREB.

Developed district-level strategies to address audit recommendations.

# Strategies to Improve CTE (Strategic Action 3.12)

Strategy	Why This Strategy	Evidence of Success	What's Next in 2025-26
Increase <b>Work-Based Learning opportunities</b>	Strengthens real-world application of technical and employable skills	<p><u>YES</u></p> <p>The percentage of students enrolled in a CTE course who participated in a Work-Based Learning opportunity increased from 86.7% in 2022-23 to 90.4% in 2023-24</p>	Continue to expand opportunities for Work-Based Learning
Ensure <b>Occupational Advisory Councils</b> meet twice per year	Provides industry experience and guidance to ensure curriculum, training, and equipment align with workforce needs and standards	<p><u>YES</u></p> <p>Creation and monitoring of database: 95% of CTE programs provided evidence that Fall 2024 meetings were held</p>	Continue monitoring OAC meeting dashboard
Deliver high-quality <b>professional development</b> on data-driven strategies to increase success on NOCTI	CTE teachers need support in engaging students in rigorous instruction	<p><u>YES</u></p> <p>NOCTI performance improved by 7.9 percentage points from 2022-23 to 2023-24</p> <p>Of 117 CTE teachers who responded to the Oct 2024 PD survey, 90.2% reported they felt prepared to implement what they learned in their context</p>	Continue PD to support syllabus creation and instructional strategies

# Strategies to Improve CTE (Strategic Action 3.12)

Strategy	Why This Strategy	Evidence of Success	What's Next in 2025-26
Implement <b>NOCTI Improvement Plan</b> in all high schools	Provide clear action steps to improve written scores on the NOCTI with a focus on program standards and industry-specific vocabulary	<u>YES</u>  NOCTI performance for a CTE school that piloted the NOCTI Improvement Plan increased by 15.7 points from 2022-23 to 2023-24	Support implementation of NOCTI Improvement Plans
Utilize NOCTI exam <b>blueprints and question banks</b>	Teachers can create end of year assessments and revisit content based on performance gaps	<u>PENDING</u>  Pending 2024-25 NOCTI performance  Teachers provided positive feedback	Revise blueprints and question banks based on teacher feedback to ensure alignment to curriculum and NOCTI
Expand <b>CTE programming exposure</b> for students in grades 6-8	Helps students make informed decisions about their future education and career goals	<u>YES</u>  About 200 6th/7th graders and 550 8th graders participated in CTE school tours  Expanded CTE summer camps from 2 schools in 2024 to 5 schools in 2025	Continue to expand access to school visits and summer camp; Offer CTE course in one middle school
Improving alignment with Mayor's Office of Education initiatives, including <b>City College for Municipal Employment (CCME) and Serve Your City</b>	Increases Career Connected Learning opportunities for all students to improve workforce readiness after graduation	<u>YES</u>  30 students on track to graduate with a municipal job opportunity in 2024-25  50 seniors participated in paid internships across 5 SDP Community High Schools in 2024-25	Expand municipal employment opportunities



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